



Name - INFP

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ Acknowledge what is fresh, new, and unusual about the present problem
- ☐ Don't overwhelm me with details or argue about specifics
- ☐ Before a discussion or debate, first mention points of agreement
- ☐ Recognize feelings and values as legitimate decision-making criteria
- ☐ Talk about "people" concerns and factor those equally with more objective criteria
- ☐ Do a stakeholder analysis, determining what is important to those involved
- ☐ Talk about the "big picture" and its implications
- ☐ Talk about and brainstorm possibilities and alternatives
- ☐ Use analogies and metaphors

What Energizes and Motivates Me:

- ☐ Work that encourages enactment of my personal values
- ☐ The opportunity to help and affirm others
- ☐ A cooperative and open atmosphere
- ☐ Being valued as an individual
- ☐ Recognition and respect
- ☐ The freedom to take a relaxed, flexible approach

Frustrations Others Have With Me:

- ☐ "Stop feeling so hurt!" I'm prone to take comments too personally.

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Pitfalls I Am Working On:

- ☐ Not being straightforward with others
- ☐ Striving for perfection and thus missing deadlines
- ☐ Being overly idealistic
- ☐ Harboring resentments

What Stresses Me:

- ☐ Multiple tasks, demands, and roles
- ☐ Rigid structures and time pressures
- ☐ Conflict and hostility in the workplace
- ☐ Insufficient time to work alone
- ☐ Controlling or demanding people
- ☐ A political climate that demands conformity to unacceptable values or procedures

Signs I Am Experiencing Chronic Stress:

- ☐ I feel hypersensitive towards others' mistakes and begin to make judgments against incompetence.
- ☐ I share aggressive criticism.
- ☐ I experience cynicism, distrust, and disappointment.
- ☐ I feel a sense of general and global negativity.
- ☐ I adopt a "martyr" attitude.
- ☐ I alternate between active and passive aggression.
- ☐ I sense a loss of confidence and competence.

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Stay emotionally level with me
- ☐ Focus on the bottom-line; be clear what you want from me
- ☐ Make sure to consider fairness and integrity; I dislike outcomes that are unfair and/or unethical
- ☐ Keep the conflict brief; I dislike arguments that escalate or drag on for a long time